

2011 ANNUAL EEO REPORT FOR KTRK-TV / HOUSTON

License Renewal: 2014

SUMMARY

This Annual EEO Report is filed on behalf of KTRK-TV in compliance with the FCC's EEO reporting requirements. KTRK-TV, an ABC, Inc. owned television station broadcasting to the metropolitan Houston area, serves over 2 million television households in the Greater Houston area and 10 outlying counties (2,177,220 TV households in our DMA). This report includes information from March 16, 2010 to March 15, 2011, and it will be placed in the station's public file, and on the station's website.

KTRK-TV is an equal opportunity employer and is committed to a policy that advances opportunities for all qualified individuals. It is our policy to promote the realization of equal employment opportunities through a positive, continuing program of specific recruitment, outreach, hiring, promotion, and other practices designed to ensure the full realization of equal employment opportunity.

To make this policy effective, and to ensure conformance with the requirements of the FCC, we have adopted an equal opportunity program as described herein.

JOB VACANCY INFORMATION

As an equal opportunity employer, KTRK-TV is committed to disseminating information about job vacancies as widely as possible. All full-time job vacancies are posted through Disney Careers, the ABC, Inc. Job Posting circulated by ABC, Inc., internally within the Company, in trade publications, on websites with a broad-based readership that includes women and minorities, and in local or community newspapers. Job outreach used for all job vacancies includes a mailing list that we developed, maintained and updated, trade publications, job banks, and websites. This list contains the contact information of organizations and those that have requested to be placed on our mailing list for job openings as a result of ads and outreach. This list is periodically updated.

See Details in Attachment A-Job Sources

RECORD KEEPING

In compliance with EEO record keeping requirements, the Station creates a file for each position to be filled. Each of these files contains a summary sheet with the job title, the date recruitment started, the total number of applicants, what recruitment sources were used for each opening, the date the job was filled, and the source that referred the hired individual. Station procedure requires approval by the President and General Manager and the applicable Department Head prior to extending a job offer. EEO requirements and management responsibility toward EEO are discussed regularly at management meetings.

From March 16, 2010 to March 15, 2011, the Station filled 16 full-time jobs.

See Details in Attachment B: Vacancies Filled

SUPPLEMENTAL RECRUITMENT ACTIVITIES

The Station will maintain positive and continuing programs of specific practices designed to ensure equal opportunity and non-discrimination in every aspect of station employment policy and practice. In addition, the Station will regularly assess and improve its recruitment and promotion methods and sources by analyzing their effectiveness and making changes as appropriate.

Our participation in job fairs by station personnel who have substantial responsibility for hiring decisions.

- **TAB Career Fair – Houston Community College, November 4, 2010**
Human Resource Manager Vickie Angenend and News Executive Producer Robin Freese attended

In addition, we routinely list each upper-level opening in a job bank or newsletter of a media trade group with a broad-based membership, including participation of women and minorities:

- *NAB (National Association of Broadcasters)*
- *AWRT (American Women in Radio and Television)*
- *TAB (Texas Association of Broadcasters)*
- *HABJ (Houston Association of Black Journalists)*
- *Women in Communications*
- *HAHMP (Houston Association of Hispanic Media Professionals)*
- *NABJ (National Association of Black Journalists)*
- *NAHJ (National Association of Hispanic Journalists)*

A detailed list is available in Attachment A-Job Sources

Our Internship program designed to assist members of the community to acquire skills needed for broadcast employment.

KTRK-TV sponsors an internship program aimed at third- and fourth-year college students. The purpose of this program is to enrich and supplement the education of local college students in the field of television. The program is open to all, regardless of race, religion, gender, or sexual preference, and is not limited to students who are majoring in broadcasting. Internships are open in all departments, including Sales, Engineering, Creative Services, and Community Affairs. The internships are helpful to students in gaining first-hand experience at a television station and often assist in finding employment in similar markets. They also help in developing relationships with industry professionals who may be of assistance to them in their future careers. Many of our employees were interns here or at other stations.

From March 16, 2010 to March 15, 2011, 41 students participated/are participating in internship opportunities at KTRK-TV: (see following page)

2011 ANNUAL EEO REPORT FOR KTRK-TV / HOUSTON

Attachment A: Job Sources

- Mr. Michael McKinley
Nat'l. Assoc. Broadcasters
1661 N. Street NW
Washington, DC 20036
(202) 429-5300
- Ms. Therese Andersen
AWRT Job Bank
2800 Post Oak Blvd. #2400
Houston, TX 77056
(713) 965-0764
(713) 960-1132 FAX
- Mr. Michael McKinley
SER/Jobs for Progress
6565 Rookin St.
Houston, TX 77074-5013
(713) 773-6000
- Ms. Gloria Joy
Texas Assoc. Broadcasters
502 E. 11th St. #200
Austin, TX 78701-2619
(512) 322-9944
- Ms. Belinda Eissien
NAACP
2002 Wheeler
Houston, TX 77004
(713) 526-3389
- AWRT Mailing Address
P.O. Box 980909
Houston, TX 77098
- Houston Assoc. Black Journalists
P.O. Box 565
Houston, TX 77001-0565
info@habj.org
- Ms. Sylvia Lopez
Job Listing
Harris Cnty Employment
1310 Prairie, Ste. 200
Houston, Texas 77002
(713) 755-5250
- Ms. Imogene Thomas
Wesley Community Ctr.
2720 Sampson
Houston, Texas 77004
(713) 525-4700
- Asia Society
4605 Post Oak Pl. #205
Houston, TX 77027
(713) 439-0051
- Ms. Woods
(713) 522-4134
- Ms. Melissa Mayo
Women In Communcation
1110 Ferndale Ct.
Sugar Land, TX 77479
(281)343-8318
- Front Desk
A.A. M.A.
6001 Gulf Freeway Bldg. B1, Suite
165
Houston, TX 77023
(713) 926-9491
- Executive Director
LULAC
3004 Bagby
Houston, TX 77006
(713) 528-9350
- Mr. Tom Nguyen
Asian Chamber of Comm
7457 Harwin Plaza II
Ste. 240
Houston, TX 77036
(281) 782-7222
- Mr. Brian Chang
Hous Asian Jr. Chamber
4410 April MeadowWay
Sugar Land, TX 77479
(281)265-1788
- Rev. Marcus Cosby
Wheeler Av Bapt Church
3826 Wheeler
Houston, TX 77004
(281) 748-5240
- Olga Soliz
901 Richmond
Houston, TX 77006
(713) 743-3134
- Career Services
Attn: Lois
Unviersity of St. Thomas
3800 Montrose
Houston, TX 77006
(713) 522-7911
- Job Listings
Houston Cmunity College
1300 Holman
Houston, TX 77004
(713) 523-2825
- Ms. Phoenix Mak
Chinese Community Ctr
5855 Sovereign Dr.
Houston, TX 77036
271-6100
- Job Listing
Society of Professional
Journalists
P.O. Box 3454
Houston, TX 77253
- Mr. Harry Clack
Co-op & Placement
Texas Southern University
3100 Cleburne Ave.
Houston, TX 77004
313-7011
- Ms. Cheryl Myers
Career Services
Houston Baptist University
7502 Fondren
Houston, TX 77074
(281) 774-7661
- Tatcho Mindiola
UH Mex Amer Studies
4800 Calhoun
Houston, TX 77004
(713) 743-3134

2011 ANNUAL EEO REPORT FOR KTRK-TV / HOUSTON

Attachment A: Job Sources

Maya Johnson Voice Information Systems 3600 East T.C. Jester, Suite N (713) 332-5600 Phone (713) 688-9169	Darrell Rich The Employment Guide www.careerweb.com 9000 Clay Road, Suite 106 Houston, TX 77080 Darrell.Rich@employmentguide.com (713) 934-9400 or (800) 967-0626 (713) 934-9092 FAX
Trinh Le, Editor Fort Bend Sun 13735 Southwest Freeway Sugar Land, TX 77478 (281) 242-1812 (218) 242-1891 FAX	United States Veterans Initiative Retha Broussard Job Developer 1418 Preston St. Houston, TX 77002 (713) 229-8122 ext. 33
K.L. Sindwani, Publisher Pramod Kuklarni, Editor Indo-American News 7457 Harwin, Suite 262 Houston, TX 77036 (713) 789-6397 (713) 789-6399 Fax Indoamericannews@yahoo.com	Mark Shilstone MediaLine Phone: 800-237-8073 Fax: 831-648-5204
Mr. Sei Ho Kim, Publisher Korean Journal 1241 Blalock Road Houston, Tx 77055 (713) 973-8655 (713) 467-924? Fax KJN@KJOL.com – Attn: Lim	Epilepsy Foundation 2630 Fountainview, Ste. 210 Houston, TX 77057 Sheila Woodard Job Tech & Adult Serv Coord (713) 789-6295 (888) 548-9716 Fax (713) 789-5628
Vietnam Post 9898 Bissonnet Suite 278 Houston, Tx 77036 (713) 777-2012 (713) 777-4848 Fax	

